

STATE OF ALASKA DEPARTMENT OF TRANSPORTATION AND PUBLIC FACILITIES POLICY AND PROCEDURES		P & P No.	Page
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SUBJECT REHIRE OF FORMER EMPLOYEES		Effective Date	
		October 9, 1981	
		Supersedes P & P No.	Dated
		New	10/9/81
		APPROVED BY <i>[Signature]</i>	
DIVISION	SECTION	CHAPTER TITLE	
Marine Highway Systems	Personnel	Unlicensed Vessel Personnel	

PURPOSE:

To establish a procedure to allow review by appropriate officials in considering the hiring of former vessel employees of the Marine Highway Systems.

POLICY:

It is the policy of Marine Highway System that former employees are given preference in hiring as provided in the collective bargaining agreement. However, former employees will lose their preference if not rehired within a two (2) year period following separation. Former employees who were terminated for cause shall not be allowed preferential rehire rights. They may reapply for consideration after three (3) years of gainful employment with a satisfactory employee/employer relationship.

DISTRIBUTION:

All holders of the Marine Highway Systems' Policy and Procedures Manual.

PROCEDURE:

During review any applicant found eligible for rehire or reconsideration by the examiner, will have his/her application forwarded to the Personnel Officer, Marine Highways section. The Personnel Officer will attach his/her comments and forward a copy of the application along with any pertinent information from the files, to the Director, Marine Highway Systems.

The Director or his designee, within ten (10) days, will return the information provided, with appropriate comments, and a recommendation on eligibility for rehire or hire of the applicant.